



# THE ASSAM GAZETTE

অসাধাৰণ

EXTRAORDINARY

প্ৰাপ্ত কৰ্তৃত্বৰ দ্বাৰা প্ৰকাশিত

PUBLISHED BY THE AUTHORITY

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GOVERNMENT OF ASSAM

ORDERS BY THE GOVERNOR

INDUSTRIES, COMMERCE AND PUBLIC ENTERPRISE DEPARTMENT

## NOTIFICATION

The 9th April, 2025

**No.ICPE/ECF.510097/257.-** In exercise of powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Assam is hereby pleased to make the following rules regulating the recruitment and conditions of the service of the persons appointed to the Assam Public Enterprises Service in the manner hereinafter appearing, namely:—

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|------------------------------|----|-------------------------------------------------------------------------------------------------------------------------|
| Short title and commencement | 1. | (1) These rules may be called the Assam Public Enterprises Service (Recruitment and Conditions of Service) Rules, 2025. |
|                              |    | (2) They shall come into force on the date of their publication in the Official Gazette.                                |
| Definitions                  | 2. | In these rules, unless there is anything repugnant in the subject or context-                                           |
|                              |    | (a) 'Appointment Authority' means the Governor of Assam;                                                                |
|                              |    | (b) 'Board' means the Selection Board constituted under rule 14 of these rules;                                         |
|                              |    | (c) 'Constitution' means the Constitution of India;                                                                     |
|                              |    | (d) 'Commission' means Assam Public Service Commission;                                                                 |
|                              |    | (e) 'Governor' means the Governor of Assam;                                                                             |
|                              |    | (f) 'Government' means the Government of Assam;                                                                         |
|                              |    | (g) 'Member' means the member of the Assam Public Enterprises Service;                                                  |

- (h) 'Service' means the Assam Public Enterprises Service;
- (i) 'Select List' means the list mentioned in rule 6 and rule 13;
- (j) 'Year' means the Calendar Year.
- Classes and Cadres      3. The Service shall consist of the following classes and cadres:-
- (i) Director;
  - (ii) Adviser (Production);
  - (iii) Adviser (Finance);
  - (iv) Management Officer (Management);
  - (v) Junior Economist;
  - (vi) Statistical Officer.
- Strength of service      4. The strength of each cadre of the service shall be as may be determined by the Governor from time to time. The strength of the cadre of service as on date of commencement of these rules is shown in Schedule-I :
- Provided that the Governor may hold in abeyance any post as and when considered necessary.
- Mode of recruitment      5. The recruitment to the service shall be made in the following manner, namely :-
- (i) The post of Director shall be filled up by promotion from the eligible officers in the cadre of Adviser (Production) or Adviser (Finance). In absence of eligible candidate in the feeder cadre for promotion the post may be filled up by direct recruitment through Commission or on deputation from Officers of ACS/ IAS Cadre of appropriate grade.
  - (ii) The cadre of Adviser (Production), Management Officer (Management), and Statistical Officer shall be made by direct recruitment only.
  - (iii) Adviser (Finance) and Junior Economist shall be filled up by promotion. The post of Adviser (Finance) shall be filled up from the cadre of Junior Economist and the post of Junior Economist from the post of Statistical Officer and where there is no officer below the concerned post for promotion these posts shall be filled up by direct recruitment through the Commission.
- Direct Recruitment      6. The direct recruitment to the cadres shall be made by the Governor on the basis of the recommendation made by the Commission in accordance with the procedure hereinafter provided, namely:-
- (a) Before the end of each calendar year (i.e. in the month of December) the Appointing Authority shall make an assessment regarding the likely number of vacancies to be filled up through direct recruitment during the next year and

shall intimate the same to the Commission together with the details about reservation for candidates belonging to Scheduled Caste, Scheduled Tribe or any other category as laid down by the Government as provided under rule 13 and about carry forward of such reservation.

- (b) The Appointing Authority shall simultaneously request the Commission to recommend a list of candidates for direct recruitment, in order of preference.
- (c) The Commission shall prepare a list of all qualified candidates qualified in order of merit in accordance with the aggregate of marks obtained by each candidate in the Test or Interview. If two or more candidates obtain equal marks the Commission shall arrange them in order of the merit which shall be determined in accordance with the general suitability of the candidates to the service.
- (d) The Commission shall furnish to the Appointing Authority a list of candidates recommended by it in order of preference, found suitable for direct recruitment. The number of candidates in such list shall be equal to the number of vacancies notified.
- (e) The Commission shall simultaneously publish the list in the Assam Gazette and /or at such other places as the Commission may consider proper.
- (g) The list mentioned in sub-rule (c) and (d) above shall remain valid for 12 calendar months from the date of recommendation. In the event of the Commission being unable to recommend sufficient number of candidates to the Appointing Authority, it shall repeat the procedure as mentioned hereinbefore under sub-rule (a) to (e) of this rule for recommending a subsequent list in the year :

Provided that the Appointing Authority shall not make appointment of any candidates from the subsequent list until all the candidates of the earlier list of the same year, eligible for appointment, have been offered the appointment during the course of that year.

### Qualification for Direct Recruitment

Age

- 7. A candidate for direct recruitment to the service on the first January of the year of advertisement for the post of Statistical Officer / Management Officer and Junior Economist shall be within the age of 38 years , and for the post of Adviser/ Director shall be within 52 years on the first January of the year of advertisement, with relaxation in case of candidates belonging to special categories like Scheduled Caste, Scheduled Tribes and any other category as laid down by Government in accordance with the orders of the Government in force from time to time.

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| Academic Qualification   | 8.  | The academic qualification of a candidate for direct recruitment shall be notified by the Government from time to time. The qualifications and experience, as on date of commencement of these rules, are given in Schedule-II.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Physical Fitness         | 9.  | A candidate for direct recruitment shall be: <ul style="list-style-type: none"> <li>(i) of sound health, both mentally and physically and free from organic defect or bodily infirmity likely to interfere with the efficient performance of his duties: and</li> <li>(ii) required to undergo medical examination before appointment to the service</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Character                | 10. | A candidate for recruitment shall produce to the Commission certificates of good character from: <ul style="list-style-type: none"> <li>(i) the Principal/Academic Officer of the University or College or such educational Institute in which he studied last, and</li> <li>(ii) two respectable persons, who are well acquainted with (but not related to) the candidate</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Disqualification         | 11. | <p>(1) No person shall be eligible for appointment to the service :-</p> <ul style="list-style-type: none"> <li>(a) unless she/he is a citizen of India; and</li> <li>(b) If he/she has more than one wife living or in case of a female candidate who has married a person who has wife living:</li> </ul> <p style="padding-left: 40px;">Provided that the Governor may, if he is satisfied that there is a special ground for doing so, exempt any person from operation of this clause.</p> <ul style="list-style-type: none"> <li>(2) No person who attempts to enlist support for his candidature directly or indirectly by any recommendation, either written or oral or by any other means, shall be appointed to the service.</li> <li>(3) As per Govt. notification no.ABP.69/2019/17, dated 06/11/2019 the candidates have to submit a declaration regarding "The Small Family Norms" in Form-A at the time of interview by Selection Board in case of recruitment by promotion and along with the applications for such recruitment in case of direct recruitment, failing which he/she will be disqualified for his/her candidature.</li> </ul> |
| Recruitment by Promotion | 12. | <p>(1) Vacancies in the cadre of Director, Adviser (Production) and Adviser (Finance) shall be filled up by promotion in the following manner, namely:-</p> <ul style="list-style-type: none"> <li>(i) Subject to the suitability as may be decided by the Board and Appointing Authority as set forth in rule 13 the post of Director shall be filled up by promotion from eligible officers from the cadre of Adviser (Production) or Adviser (Finance). For being eligible to the post of Director,</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |



- (a) the officer must have rendered a minimum 5 years of continuous service in the cadre of Adviser (Production) or Adviser (Finance) on the first day of January of the year of promotion.
- (b) the officer must have rendered a combined period of 20 (twenty) years of continuous service in the ranks of Junior Economist / Management Officer and above, out of which at least 1 (One) Year in the rank of Adviser (Production)/Adviser (Finance) on the first day of January of the year of promotion.
- (c) Selection of Candidate for promotional post of selection Board shall be made by the on the basis of merit-cum-seniority.
- (ii) (a) The promotional post of the Adviser (Finance) shall be filled up by promotion from the eligible cadre of Junior Economist or Management Officer. For being eligible for promotion to the post of Adviser (Finance), the officer must have rendered a minimum of 10 (ten) years of continuous service in the cadre of Junior Economist or Management Officer (Management) on the day of the year of promotion.
- (b) Selection of candidate for promotional post of shall be on the basis of merit-cum-seniority of the eligible candidates from the feeder cadre of Junior Economist/ Management Officer.
- (iii) (a) The post of Junior Economist shall be filled up by promotion from eligible officers from the cadre of Statistical officer. An officer from the cadre of Statistical officer shall be eligible for promotion to the post of Junior economist when he had completed minimum 5 (five) years of continuous service as Statistical Officer on the first day of the year of promotion.
- (b) Selection of candidate shall be made by the Selection Board on the basis of seniority cum merit.

General  
Procedure of  
promotion

13. (1) Before the end of each year, the Government shall make an assessment of the likely number of vacancies to be filled by promotion in the next year in each cadre.
- (2) The Appointing Authority shall then furnish to the selection Board the following documents and information with regard to as many officers in order of seniority who are eligible for promotion to the vacant position in the given cadre,-

- (i) information about the number of vacancies.
    - (ii) list of officers in order of seniority who are eligible for promotion indicating the cadre to which the case of promotion is to be considered.
    - (iii) character rolls and personnel files of the officers listed.
    - (iv) details about reservation.
    - (v) any other documents/ particulars as may be considered by the authority.
  - (3) The Appointing Authority shall simultaneously request the Selection Board to recommend a select list of officers eligible for promotion in order of preference in respect of promotion to each of the cadres in which recruitment is to be made.
  - (4) The selection shall be made on the basis of merit assessed by the Selection Board with due regard to seniority.
  - (5) The Selection Board after examination of the documents and information furnished by the appointing authority shall recommend to the Appointing Authority a list of officers equal to the number of vacancies in order of preference, found suitable for promotion.
- Selection Board 14. The Selection Board for promotion as referred in rule 13 shall consist of the following members, namely:-
- (i) Senior most Secretary, Industries Commerce & Public Enterprises Department. - Chairman.
  - (ii) Secretary, Personnel Department or his nominee (Addl. Secy. or above) - Member.
  - (iii) Secretary/ Additional Secretary, Industries Commerce & P E Deptt.- Member Secretary.
- Reservations 15. In all cases of appointment by direct recruitment as well as promotion, there shall be reservation in case of candidates belonging to the member of Scheduled Castes, Scheduled Tribes as per provision of the Assam Scheduled Castes and Schedules Tribes (Reservation of Vacancies in Services and posts) Act, 1978 and rules framed there under. There shall be also reservation for candidates belonging to Other Backward Classes as per Govt. instructions contained in O.M. No. TAD/OBC/1/2004/55 dated 31-5-2005 for direct recruitment only. Reservation in favour of women as per the Assam Women (Reservation of vacancies in Services and posts) Act, 2005 and Persons with Disabilities (Equal opportunities, protection of Right & Full Participation) Act, 1995 shall be followed in direct recruitment. Further, the reservation in case of all posts shall be governed by the prevalent laws and rules issued by the Government from time to time.

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| Appointment                | 16. (a) Subject to the provision of sub-rule (b) of this rule, appointment under rule 6 shall be made by the Appointing Authority in accordance with the order of preference determined in the list referred to in sub-rule (d) of rule 6.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                            | (b) The inclusion of a candidate's name in the select list mentioned in the sub-rule (d) of rule 6 shall confer no right to appointment unless the Appointing Authority is satisfied after such enquiry as prescribed by the Government from time to time and also, as may be considered necessary, that a candidate is suitable in all respects for appointment to the service.                                                                                                                                                                                                                                                                                                                                                          |
| Joining Time               | 17. A person shall join within 15 days from the date of receipt of order of appointment, or promotion, failing which the appointment shall be cancelled unless the appointing authority extends the period, which shall not, in all, exceed three months.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Training                   | 18. A member of the service shall be required to undergo such training and pass such departmental examination as may be decided by Government from time to time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Discharged or reversion    | 19. A temporary or officiating member shall be liable to be discharged or reverted to lower cadre of the service or to his original service, if,-<br>(a) he fails to make sufficient use of the opportunities given during any training as may be decided by the Government from time to time, fails to render satisfactory service during the tenure of the service in the cadre.<br>(b) it is found on a subsequent verification that he was initially not qualified for the appointment or that he had furnished any incorrect information with regard to his appointment.                                                                                                                                                             |
| Seniority                  | 20. (a) The Seniority of a member in cadre appointed by direct recruitment shall be determined in accordance with the order of preference in the respective list recommended by the Commission, if he/she joins the post within 15 days from the date of receipt of the order or within the extended period as mentioned in rule-17.<br>(b) If a member fails to join the appointment within the initial 15 days from receipt of the order or within the extended period as mentioned in rule-17, but joins later, his/her seniority shall be determined in accordance with the date of joining.<br>(c) A member appointed by promotion in a year shall be senior to a member of that cadre appointed by direct recruitment in that year. |
| Promotion and Confirmation | 21. (a) Subject to availability of a permanent vacancy in the respective cadre, a member appointed directly shall be placed according to seniority on probation against the permanent vacancy for a period of two years before he is confirmed against a permanent post :                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

Provided that the period of probation may for good and sufficient reason be extended by the Appointing Authority for any special period, not exceeding a period of two years:

Provided further that the period of probation may be curtailed or dispensed within any case for good and sufficient reasons by the Appointing Authority.

(b) A member of the service placed on probation under clause (a) of rule-21 shall be confirmed against the permanent post subject to the following conditions: -

(i) he has completed the period of probation to the satisfaction of Appointing Authority in accordance with clause (a) of rule-21.

(ii) he has successfully undergone the training and passed the Departmental Examination, if any, prescribed by Government under rule-18.

(iii) if confirmation of a member is delayed on account of his failure to qualify for such confirmation he shall lose his position in order of seniority vis-a-vis such of his junior as might be confirmed earlier than him. His seniority shall, however, be restored on his confirmation subsequently.

Gradation List      22. Gradation List shall be prepared and published every year containing the name of all members of the service cadre-wise in order of seniority and such other as date of birth, date of appointment etc.,

Pay                      23. All appointment in the service shall be made in the time scale of pay as may be prescribed by the Government from time to time. The scale of pay of the posts in the cadres of the service, on the date of commencement of these rules shall be as shown in Schedule-I.

Mode of Employment      24. (a) Members of the service shall be employed in such manner as the Appointing Authority may decide.

(b) A member of the service shall be liable to be posted anywhere within the state of Assam or outside Assam, or to any other department of the Government, a body corporate, in the affairs of which the Government may be substantially interested, or an autonomous district council, if so required in the interest of public service and in such case the member shall not have any option against such posting or transfer.

Other conditions of Service      25. (a) Except as provided in these rules, all matters relating to pay and allowances, leave, pension, discipline and other conditions of service, shall be regulated by the general rules of the Government for the time being in force.

- (b) The conditions of service of the members, in respect of matters, for which no provision has been made in these rules, shall be the same, as are for the time being, applicable to other officers of the Government, of the corresponding status and having similar functions. All the employees appointed as per these Rules shall be governed by the 'Assam Services (Discipline and Appeal) Rules 1964', as amended from time to times.

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| Relaxation         | 26. Where the Government is satisfied that the operation of any of these rules, causes undue hardship in any particular case, it may, dispense with or relax the recruitment of that rule to such extent and subject to such conditions as it may consider necessary dealing with the case in a just and equitable manner :<br><br>Provided that the case of any person shall not be dealt with in any manner less favorable to him/ her than provided in these rules. |
| Interpretation     | 27. If any question arises relating to the interpretation of these rules, the decision of the Government shall be final.                                                                                                                                                                                                                                                                                                                                               |
| Repeal and savings | 28. The rules corresponding to these rules and in force immediately before commencement of these rules, are hereby repealed :<br><br>Provided that all orders made or action taken under the rules so repealed or under any general orders ancillary thereto shall be deemed to have been validly made or taken under the corresponding provisions of these rules.                                                                                                     |

**INDIRA R KALITA,**

Secretary to the Government of Assam,  
Industries, Commerce and Public Enterprise Department.

**SCHEDULE-I****(Rule:4 and 23)****Strength of each of the service and time scale of pay**

SI. No	Categories of Posts	Time Scale of Pay	Number of Posts		
			Permanent	Temporary	Total
1	2	3	4	5	6
1	Director	Pay Band 4 (Rs.30,000-1,10,000) and Grade Pay Rs.17500/-	1 (one)	-	1 (one)
2	Adviser (Finance)	Pay Band4(Rs.30,000-1,10,000) and Grade PayRs.16900/-	1 (one)	-	1 (one)
3	Adviser(Production)	Pay Band 4 (Rs.30,000-1,10,000) and Grade Pay Rs.16900/-	1 (one)	-	1 (one)
4	Junior Economist	Pay Band 4 (Rs.30,000-1,10,000) and Grade Pay Rs.13300/-	1 (one)	-	1 (one)
5	Management Officer (Management)	Pay Band 4 (Rs.30,000- 1,10,000) and Grade Pay Rs.13300/-	1 (one)	-	1 (one)
6	Statistical Officer	Pay Band 3 (Rs.22,000-97,000) and Grade Pay Rs.11800/-	l(one	-	l(one

**SCHEDULE-II****(See Rule : 8)****Qualification and experience prescribed for direct recruitment**

<b>Sl.No.</b>	<b>Post</b>	<b>Details of Qualification &amp; experience</b>
1.	Director	Post Graduate Degree in Commerce or Economics/M.B.A. in Finance / B.E. / B. Tech in Chemical / Civil / Mechanical / Electrical / Industrial Production with at least 15 years of experience in Public undertakings of State / Central Government / State Government or from Senior ACS officer or IAS Officer as may be decided by the Government from time to time.
2.	Adviser (Finance)	M.Com in Finance & Accounts/ M.B.A. (Finance) with at least 10 years' experience in Senior Managerial/ Supervisory position in any Govt./ Semi Govt./Corporation/ Board or in Private organization preferably in the filed/ discipline of Finance & Accounts.
3.	Adviser (Production)	B.E. / B. Tech in Chemical / Civil/ Mechanical/ Electrical/ Industrial Production with at least 10 years of experience in Senior Managerial / Supervisory position in any Govt./ Semi Govt./Corporation/ Board or in the Private/ Semi Private organization preferably in Production Management or Production Engineering.
4.	Management Officer (Management)	Post Graduate Degree in Management/ Business Administration with 5years of experience in relevant field.
5.	Junior Economist	Post Graduate in Economics / Statistics with 5 years of experience in relevant field.
6.	Statistical Officer	Post Graduate in Statistics with 5 years of experience in relevant field.